Commercial Activities Lessons Learned

Labor Relations Perspective

Luck Rollins
Director, Labor & Employee Relations
Indian Head Division

Demographics

- Indian Head Division (IHDIV) on-Board – 1800
  - Bargaining Unit Employees – 900
- Tenants – 310
  - Bargaining Unit Employees – 200
- # of Unions/Locals - 6

IHDIV CA Study History

- 1985 – Transportation Ops – Lost
- 1999 – Supply Ops – Won
- 2002 – Information Technology – Won
- 2003 – Public Works Maintenance – Won
- On-Going
  - Base Operating Support
  - Acceptance Testing (Seal Beach)
  - Technical Support (Earle)
  - Armament Support (McAlester)

Unions Approach to CA

- Something to fear; Something to fight
- Attempt to cause cancellation of solicitation
- Attempt to win bid
- Pursue appeal if bid is lost
- Rally employees to increase membership
- Solicit support/interference from external sources
- Challenge validity/legality/process

Union-Agency Mutual Interests

- Union - Employee Involvement
- Winning the Bid
- Post MEO Work Performance

Agency Approach

- Solicit Union employee input and feedback
- Be willing to consider union request/proposals
- Insure regulatory requirements are accomplished and documented
- Communicate with employees regularly

Labor Relations Panel

- Members:
  - Isabella Hite, Dahlgren
  - Cheryl Dioriso, Carderock
  - Rick Fowler, Panama City